

Continuing Benefits After Employment Contact List

Defined Benefit Plans (pension) – Formula-based retirement plan covering all members enrolled in one of the retirement systems. Upon termination for those who have become vested, the pension pays a monthly retirement benefit for life and by election in certain systems, to a spouse thereafter. Vesting occurs once 4 years or more service credit has been accumulated. Contact URS at 801-366-7770 or 800-695-4877.

Defined Contribution Plans (401(k), 457, traditional and Roth IRA plans) – These types of savings plans can remain invested with URS upon termination. Retirees and terminating employees may choose to cash out these plans upon termination (taxes and penalties maybe involved) or roll them over into other qualifying accounts. Call URS at 801-366-7720 or 800 688-401k for more information.

Dental Insurance (Traditional, Preferred Care, Regence Expressions) – Contact PEHP to obtain COBRA enrollment forms at 801-366-7555 or 800-765-7347.

Flexible Spending Accounts (FSA) – order to have access to Flex money for the rest of the plan year, employees must elect COBRA for Flex, otherwise terminating employees will only have access to this money as of their last day of employment. Claims can be submitted for up to 60 days after employment, the dates of service cannot extend past the employees last day of employment unless COBRA is elected. Please contact PEHP Flex at 801-366-7503 or 800-753-7503 for COBRA enrollment forms or information.

Health Savings Accounts (HSA) – These types of accounts are portable and can be transferred to another HSA bank account or left with HSA Bank through Health Equity. Please keep in mind that terminating employees must pay the administrative fees to maintain these accounts since the State of Utah will only pay these fees for active employees. Call the URS Defined Contribution Department at 801-366-7720 or 800-688-401k for more information.

Home and Auto Insurance – By default a terminated employee is automatically transferred to direct bill. They lose the State of Utah group discount at the next renewal following their termination date but they can keep the policy indefinitely. So a terminated employee doesn't necessarily need to contact the provider as they will automatically receive a bill at their home address and as long as they continue to pay the bill their coverage will stay in effect. They will also have the choice to set up monthly checking account deductions. Contact information for both plans is listed below:

- MetLife can be reached at 1-800-GET-MET1 (800-438-6388)
- Liberty Mutual can be reached at 1 800-225-8281

Hyatt Legal – Coverage under the Hyatt Legal Plan is terminated at the point of employment termination. The terminated employee has the option to contact Hyatt directly within 30 days of termination to purchase a 2 year policy directly from Hyatt. The terminated employee can reach Hyatt at 1-800-GET-MET8 (1-800-438-6388).

Life Insurance - Terminating or retiring employees can choose to convert 25% of their total Life Insurance benefit to an individual plan. In order to do this, please contact PEHP at 801-366-7495 or 800-765-7495.

(Spouse and dependent coverage terminates when employment ends. Only employee coverage can be continued after employment terminates.)

Long Term Care – Long Term Care is a portable plan that is individually billed as soon as an employee is approved for enrollment. As a result, there is not a need to fill out any additional forms to continue this plan after termination. Please contact The Prudential Insurance Company of America with questions by calling 1-800-732-0416.

Medical Insurance (Advantage, Summit Care, Preferred Care, and HDHP) – Contact PEHP to obtain COBRA enrollment forms at 801-366-7555 or 800-765-7347.

Vision Insurance (Eyemed, Opticare) – Contact PEHP to obtain COBRA enrollment forms at 801-366-7555 or 800-765-7347.

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